

Ministry of
Skills
Development

Gregory Sorbara
Minister

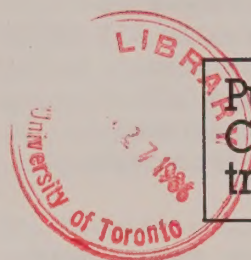
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Deputy Minister addresses Northwestern employers at Patricia forum in Dryden

DRYDEN--Deputy Minister Blair Tully addressed the skills training needs of Northwestern Ontario at an employers' forum on April 25.

Speaking to about 45 employers gathered under the auspices of the Patricia Industrial Training Committee, Mr. Tully said grassroots involvement by local employers is essential for proper identification of training needs.

"We can help establish the mechanisms," the Deputy Minister said, "but we need participation from the private sector to identify the needs and assist with the training for the good of you and for the good of the province."

Describing the Ministry, Mr. Tully said its dual mandate is to help individuals enhance their employability and to keep the province's economy competitive by helping employers meet their skills requirements.

"The two main thrusts of the Ministry are youth employment programs and employment-based training issues," he said. "Our responsibility is to co-ordinate training programs and to get a commitment from organizations to get involved in training."

The forum was organized by Kent Sinclair, an employer who owns Terra Deco Enterprises in Dryden, a town of 10,000, located halfway between Thunder Bay and Winnipeg. Mr. Sinclair is a member of the Patricia committee which covers a large territory of the Northwest from Dryden to Sioux Lookout.

Moderator of the forum was Hugh Syrja, station manager of Radio CKDR in Dryden. Mr. Syrja said the forum was an event that provided exciting information about what about what was available from government to assist local trainers.



Glenna Carr has been appointed Assistant Deputy Minister, Skills Training Division, Ministry of Skills Development. See story on page 2.

"Revitalize, redefine" tops CITCs' agenda for conference hosted by Peterborough group

A record turnout was expected for the Sixth Annual Provincial CITC Conference, organized by the Peterborough Industrial Training Committee at Trent University, June 17 to 19.

Among the speakers invited by conference chairman Roger Hunter were Ontario Skills Development Minister Gregory Sorbara and Gerry Weiner, MP for Dollard, Parliamentary Assistant to Flora MacDonald, the federal Minister of Employment and Immigration.

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Conference agenda

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Susan Bartsch, the PITC conference secretary, said that virtually all CITCs across Ontario sent one or more representatives. More than 100 businesses and industries allowed their executives time to attend the conference.

In addition to the private sector, most of Ontario's colleges of applied arts and technology were represented. Dr. Charles Pascal, president of Sir Sandford Fleming College, was scheduled to be keynote speaker.

Eight CITC chairmen agreed to participate as workshop presenters during the conference: Mike Nolan, Peterborough; Dick Cammack, Lindsay; Jim Foy, North York and York; Merv Farrow, Kenora and area; Charles Paterson, Kingston; John Fanaras, East Metro; Larry Zepf, London; and Colin Campbell, Hamilton-Wentworth.

Ms. Bartsch said that after speaking to virtually all the leaders in Ontario, the time of the conference could not be better.

"With the new government emphasis on training, most of the CITCs are in a hurry to revitalize themselves and redefine their roles to keep pace with changing community needs," she said.

Glenna Carr appointed Assistant Deputy Minister, Skills Training Division

Glenna Carr joins the Ministry of Skills Development in June as Assistant Deputy Minister, Skills Training Division.

In her new job, she is responsible for two of the Ministry branches directly related to CITCs, the Training Support Services Branch, whose director is J.B.S. (Barry) Rose, and the Apprenticeship Branch, whose director is Jim Lanthier.

Ms. Carr joined the provincial government in 1973 as a policy analyst for the Ministry of Colleges and Universities. In 1974 she moved to the Ministry of Treasury, Economics and Intergovernmental Affairs as the first manager of an affirmative action program in Canada.

She later became director of the Municipal Finance Policy Branch at the Ministry of Municipal Affairs and Housing.

In 1983, with her appointment as head of the Ontario Women's Directorate, she established a new central agency to co-ordinate provincial policy and programs for women in Ontario. Recently, she was appointed Assistant Deputy Minister of the Directorate.

Prior to joining the Ontario government, she was president of Carr and Associates, a company that provided adult education research and educational media services to the Law Society of Upper Canada, TV Ontario and other clients.

Training in West Germany impresses visitors from CITCs, colleges and MSD

The high quality of skills training in West Germany was witnessed during a recent trip by 40 Ontario trainers, including CITC representatives and community college personnel.

Led by Don Ahrens of the Ministry of Skills Development, the group attended a two-week seminar on vocational education in Stuttgart, Munich and other locations, in April and May.

Co-ordinated by the Ministry of Education and the government of the Federal Republic of Germany, the seminar provided an overview of a system that involves more than 40,000 German industries in the provision of training.

"German industries consider it a mark of their technical success if they are allowed to offer training programs," said Mr. Ahrens. "The German Chamber of Commerce and Industry, a private-sector umbrella group, oversees the training activities of more than 40,000 employers, with government involvement kept to a minimum.

"It is the same sort of private-sector involvement that is starting to grow in Ontario through the activities of CITCs," he added.

Tom Douglas of the Kitchener-Waterloo CITC was among those impressed by the eagerness of German industries --vying with one another for the privilege of being recognized as trainers of youth.

Lacking Canada's abundant resources and vast territory, West Germany has had to concentrate almost exclusively on manufacturing for economic survival, Mr. Douglas noted.

"It is understandable that skills training would be more highly developed in a country so dependent on manufacturing," he added.

Educators in the group were especially impressed by the "dual system" of vocational training at the secondary level. The dual system provides simultaneous training in a company and in school for young people who have completed nine or ten year of full-time compulsory education.

"Young people start out in their vocations within a company as well as at school," participants were told. "They receive their training inside a factory, workshop, laboratory, office or shop. At the same time, they go to vocational school once or twice a week. About two thirds of a young people between 15 and 18 complete their training under the dual system."

The spectrum of vocational training is wide, covering about 440 occupations. Training is organized in such a way that the trainees first acquire basic skills and knowledge in the first year. Specialized occupational training starts in the second year. The normal three-year training period ends with an examination leading to a certificate.

"The intention is that the company and the vocational school should both contribute to providing young people with the best possible qualifications under the dual system. The curriculum for both places of training is co-ordinated."

An interesting pedagogical structure results from the dual system. Graduates from teacher training institutions have a wide choice of teaching jobs in industry. With much higher pay offered for teaching in industry, the public education system is often the second choice for young teachers.

As an example of a large employer of teachers for training programs, Siemens International has more than 5,000 full-time trainers. BASF, another large firm, graduates about 6,000 trainees each year. It hires about 1,000 of the new trainees, but the remainder have good employment prospects because of the recognized excellence of the company's training programs.

Mr. Ahrens said that further information concerning the seminar will be distributed to all CITCs.

Ontario-trained chefs to compete in West Germany

In 1988, a team of Ontario chefs who gained their training through Ontario's apprenticeship system will compete in the world's largest culinary competition in Frankfurt, West Germany.

The Escoffier Society of Toronto said the team known as TorCook '88 will prepare to enter the 35-country contest of the International Chefs' Association (I.K.A.), held every four years.

Boris Stevens, an industrial training consultant in the Ministry's Scarborough office, said the entry is the first ever by a team trained through apprenticeship in Ontario. In 1980, a team of Canadian chefs who had been trained in Europe won top honours in the IKA competition and brought international recognition for Canada's culinary accomplishments.

Dominic Zoffranieri, president of Toronto's Escoffier Society, said the TorCook '88 team will consist of Ontario-trained chefs who have attained international class.

The team will seek assistance and expertise from the Pastry Chefs' Guild, the Canadian Restaurant Association, the Canadian Foodservices Executives, the Ontario Hospitality Association and many other groups affiliated with Ontario's hospitality industry.

Fund raising projects have been planned to pay for the team's trip including cooks' days at schools teaching foodservice hospitality, sales of recipe books, tours of professional kitchens and gourmet dinner events.

For extra copies of Skills, telephone (416) 965-6407

Skills, in its sixth year of publication, serves as a communication link among CITCs and the skills training community across the province.

Contributions concerning the activities of your CITC or any other facet of skills training are invited. If you have a topic suggestion that you would like to discuss, call Editor Elmo Ciprietti at (416) 965-1230. Written comments may be sent to:

Skills Editor Room 1468, Mowat Block 900 Bay Street, Toronto, Ontario, M7A 1L2.

Ministry of Skills Development given new organizational structure

Minister D. Blair Tully recently announced an organizational structure for the Ministry of Skills Development, illustrated in the chart below.

The new organization provides a rational framework for policy development, program delivery and administrative and communications support, Mr. Tully said.

"It completes the process of consolidation and rationalization which began with the merging of resources from six different provincial ministries. But the task is not fully complete, and much remains to be done to fill out the framework of the new Ministry as we evolve."

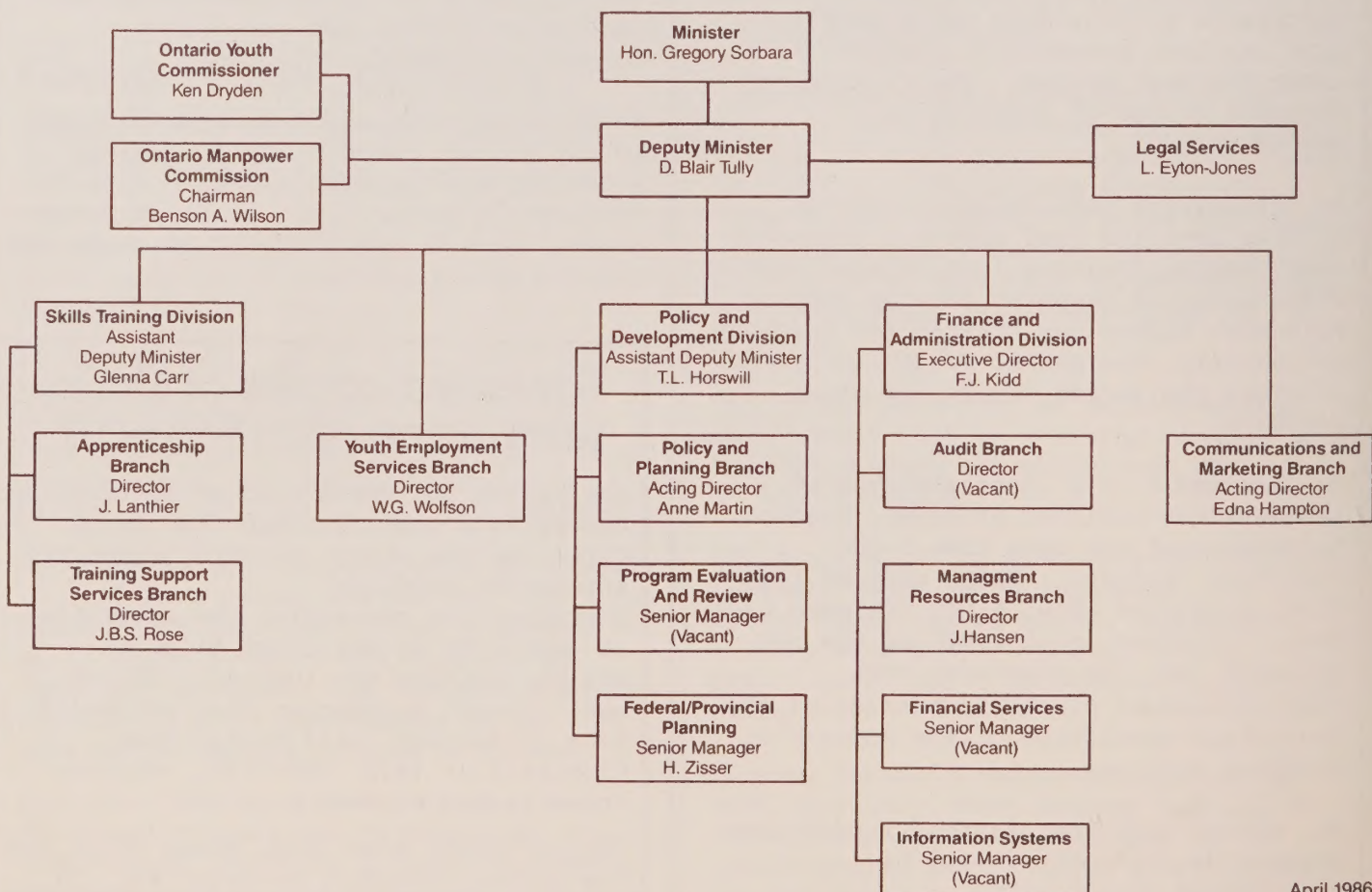
Three new divisions have been created: the Skills Training Division, the Policy and Development Division and the Finance and Administration Division.

Of particular importance to CITCs is the Skills Training Division which incorporates the Ministry's employer-based and pre-employment training initiatives in two branches -- the Apprenticeship Branch and the Training Support Services Branch.

The Apprenticeship Branch is responsible for the design, development and delivery of a framework for apprenticeship and modular on-the-job training. The branch has four units: Program Standards, Enforcement, Operational Support and Field Services. Jim Lanthier is Branch director.

The new Training Support Services Branch consolidates the Ministry's activities in support of employer-based and pre-employment training. Barry Rose moves from the Ontario Manpower Commission to be director. The Community Resources Unit is responsible for

Ministry of Skills Development



mobilizing community-based support for training initiatives. In particular, they will manage support for Community Industrial Training Committees across the province. Don C. Ahrens is senior manager of this group.

A new Policy and Development Division has been established under the direction of T.L. (Les) Horswill, Assistant Deputy Minister. The new division will incorporate policy evaluation, program development functions as well as program responsibilities related to planning and operations for federal institutional training purchases.

Within the division, Helmut Zisser will be the Senior Manager of the Federal/Provincial Planning Group. The group will provide operational support for institutional training purchase arrangements under the recently signed Canada/Ontario Agreement on Training.

Operating and budget guidelines distributed to all CITCs by MSD

New guidelines for CITC budgets and operations have been distributed to Community Industrial Training Committees by the Ministry of Skills Development.

The package included general operating budget guidelines and instructions for CITC budget submissions, as well as nine eligibility requirements that a CITC must meet to receive operating funds. Other sections dealt with expenditures, bank accounts and CITC termination procedures.

CITCs were also notified of the new organizational structure which was established within the Ministry of Skills Development in April 1986.

Provincial responsibility for the CITC network rests with Don Ahrens, Senior Manager, Community Resources Unit, Training Support Services Branch. Reporting to him are three CITC program co-ordinators: Dick Ranney, Larry Woods and Teenie Gibson.

Mailing address is Community Resources Unit, Training Support Services Branch, Ministry of Skills Development, 9th Floor, Mowat Block, 900 Bay Street, Toronto, Ontario M7A 1L2; telephone (416) 963-1100.

Adopt-a-school program developed in Hamilton

HAMILTON--The Industry-Education Council of Hamilton-Wentworth has launched the region's first adopt-a-school partnership program to link schools with the world of work.

Under the program, schools are twinned with employers in non-school sectors such as industry, business, labour and community organizations. The partnership is intended to strengthen school-community interaction and to involve the community in assuring its own economic future by providing high quality education for its young citizens.

Bob Philip, a spokesman for the Industry-Education Council, said a pamphlet describes the advantages for both partners in the adoption.

A copy of the pamphlet is available by writing to: The Industry-Education Council of Hamilton-Wentworth, P.O. Box 745, Station A, Hamilton, Ont. L8N 3M8

Co-operative education expands as many CITCs assist school boards

The number of secondary school students enrolled in co-operative education programs is expected to double to 44,000 by the 1988/89 school year.

With renewed effort in several ministries of Ontario's new administration, co-operative education is expanding rapidly as students, teachers and employers become more aware of its benefits.

Across the province, many CITCs are assisting school boards to place co-op students in work situations with local employers, often members of the CITC.

The Ministry of Education is implementing a \$13-million program to help school boards develop co-operative education and transition-to-employment programs for school leavers.

Many school boards have already applied for the additional funds that became available April 1, 1986 for a three-year period. Basically, the fund covers most

of the salary of a co-operative education co-ordinator, in addition to funds needed to overcome the financial barriers to student participation in co-operative education, such as the cost of transportation, safety equipment, and lodging for students from remote communities.

Co-operative education programs began on an experimental basis in Ontario in 1970, but did not become fully operative until 1977 when the programs were authorized in Circular H.S. 1, the Ministry of Education directive which has since been replaced by Ontario Schools: Intermediate, Senior (OSIS). Announcing the fund, Education Minister Sean Conway said it assists students who decide to leave school without a diploma. Noting that about 40 per cent of pupils who begin grade nine do not earn their high school diploma, he said schools must become directly involved in helping to find jobs for early school leavers.

Guidance offices in secondary schools need to become job-counselling centres, fully in touch with the local job market and local employers, to find appropriate employment for students graduating or leaving.



Grade 12 student Hopeton Johnson (left) gains business experience in the employ of Ian Searl, assistant manager of Loeb's Cash and Carry, one of 150 employers on the co-operative education roster of Yorkdale Secondary School, North York Board of Education. Under Barbara Toye, the co-op department at Yorkdale has placed almost 1,000 students in work situations during the last three years.

Details of training pact reveal vital, innovative role of Ontario's CITCs

The signing of a new three-year federal-provincial training agreement on March 10 was an event of particular importance for the future of community industrial training committees in Ontario.

The following are excerpts from remarks made by Ontario Skills Development Minister Gregory Sorbara concerning the new agreement and the vital, innovative role of CITCs.

In a paper released at the Premiers' conference last August, Ontario Premier David Peterson recognized that the competitiveness of all advanced economies hinges on the quality of the labour force. Human skills are the foundation for productivity, personal mobility and secure employment. Skills training linked closely to the job market represents a cornerstone of the economic and industrial policy of the Government of Ontario.

Skills training in Ontario has exemplified an effective federal-provincial partnership. Today, I am pleased to sign on behalf of the Ontario government a new, three-year Canada/Ontario agreement on training, which will provide continuing support for institutional training in our province. The new arrangements will replace the existing three-year agreement under the National Training Act, which expires at the end of the March.

The new Canada/Ontario agreement is tailored to Ontario's unique economic circumstances and training system. It is based on the principle that training should be responsive to Ontario's economic and community development priorities.

The negotiations leading up to this document were quite challenging given the climate of general federal expenditure reduction. In the end, we were able to insulate training from funding cutbacks, and we secured a pledge of increased federal resources for training under the Canadian Jobs Strategy. Federal funding levels will be adjusted to shift emphasis from job creation to training. The Canadian

Jobs Strategy, Ottawa assures us, will generate more training, both on the job and in institutions, than occurred under the previous programs.

As you know, the recent federal budget reduced the allocation for the Canadian jobs Strategy to \$1.9 billion in 1986-87 and \$1.8 billion in 1987-88, compared with \$2.1 billion this fiscal year. But I want to emphasize that these reductions should not compromise this new training agreement.

The key to the agreement is the federal promise to increase the real level of training funds accessible to Ontario's 22 colleges of applied arts and technology relative to the 1985-86 allocation. In all, the federal government will provide fair access for our colleges to approximately \$500 million of institutional training funds in Ontario over the next three years....

In the past nearly all federal institutional expenditures have been used to purchase training directly from community colleges. The federal government now intends to reduce direct funding of institutional training. This will be offset in the new agreement by boosting federal funding to employers and groups in the private and non-profit sectors. Organizations receiving federal dollars will have the option of buying training from colleges or from other agencies. We expect our colleges to obtain a sizable portion of this indirect federal funding based on their proven expertise and links with the community.

The new agreement brings several new players, with new energy and ideas, into the training system: local employers, labour representatives, and community groups will now participate more fully in sharing the delivery of institutional training. The result should be even greater value for the taxpayer's training dollar.

A vital feature in the new system is an innovative role for community industrial training committees located throughout Ontario. For several years these local volunteer groups have promoted training in communities across the province.

Under the agreement, the committees will receive new responsibilities for deciding on the purchase of institutional training with federal funds. Nine

million dollars is earmarked for this purpose in the coming fiscal year, and by the end of the agreement, CITCs could have decision-making authority over some \$40 million a year in federal money.

Under the agreement, the colleges are guaranteed fair access to compete for federal training dollars flowing through CITCs, employers and all projects under the Canadian Jobs Strategy. The colleges are also guaranteed that direct training purchases by the federal government will provide them with a funding floor.

In-plant classroom provided for Cyanamid apprentices

NIAGARA FALLS--Dismayed by local shortages of skilled tradespeople, Cyanamid Canada Inc., decided to establish an in-plant training facility for apprentices.

The idea of Jim McFarlane, Maintenance Training Supervisor, the in-plant apprenticeship class has been so successful that it was recently expanded to a prominent area of the company's pesticide plant.

Mr. McFarlane said about 30 employees have upgraded their skills since 1981 to journeymen level as machine repairers, sheet metal workers, electricians, machinists, etc. The recent expansion of the training classroom, undertaken at company expense, will permit continuous intake of at least six apprentices a year.

Apprenticeship training at Cyanamid is guided by a joint company-union training committee, which includes three representatives from the Energy and Chemical Workers Union, Local 21.

The program is monitored by the Ministry of Skills Development office in St. Catharines.

Brian Moukperian, an industrial training consultant for the Ministry, said that Cyanamid's in-plant training program is a fine example for industries in the region.

Mr. McFarlane, a qualified instructor, also serves as teacher of the in-class, theoretical portions of the program.

Report on OMC survey says employer-sponsored training offered by few

A recent report from the Ontario Manpower Commission showed that only 27 per cent of all Ontario employers sponsored formal training programs.

Training in Industry: A Survey of Employer-Sponsored Programs in Ontario was presented in April to Skills Development Minister Gregory Sorbara.

From the survey, which covered all sizes of firms and all industry groups in the province, it was found that 73 per cent of employers in Ontario did not offer formal training programs to their employees. Only 2.7 per cent of employees in Ontario received formal qualifying or upgrading that lasted two weeks or more from their employers during 1984.

Mr. Sorbara said the report reaffirmed his concern about training opportunities, especially in today's environment of rapid technological change and intense international competition.

"While most employers support the concept of training-in-industry, the Commission's study further demonstrates the paucity of formal skills training, particularly for job-related skills," the Minister said.

The report said large firms are more inclined to hire skilled workers than to train or retrain their existing workforce. For smaller firms, formal training is often not a practical or available option because of financial constraints and the lack of capacity to provide these programs.

The study also reveals that many employers operate with less than complete information on training costs. This may also signal that many employers have not made an effort to undertake an accurate assessment of the benefits that can accrue from providing formal training programs for their employees.

With respect to reasons for not sponsoring formal training programs, the report notes that employers indicated informal training meets their needs. Other main reasons given by employers included a preference for recruiting trained workers, the cost of providing formal programs and the risk of losing employees after training them.

The extent to which employers offer formal training programs varies substantially across industries. The incidence ranges from nine per cent

in primary industries to 51 per cent in the manufacturing of durable goods and 60 per cent in public administration.

Among the establishments that offer training, 26 per cent sponsor only general skill upgrading programs, 37 per cent sponsor only qualifying or upgrading programs and the remaining 37 per cent sponsor both types.

About 10 per cent of the surveyed establishments had recently experienced changes in staffing arrangements attributable to technological change. But nearly all employers, more than 90 per cent, engaged in training employees to acquire the skills needed to work with new equipment or processes.

In regards to employers' awareness of government-assisted training programs, it was found that:

"The vast majority of training establishments were not aware of the major training-assistance programs of the federal and Ontario governments. "Of establishments with formal training programs, only about 12 per cent participated in a government-assisted program during 1984."

Mr. Sorbara said he welcomes the OMC study "as an important contribution in identifying the nature and extent of formal training programs in industry and the constraints many employers face in sponsoring these programs."



Training in Industry: A Survey of Employer- Sponsored Programs in Ontario

